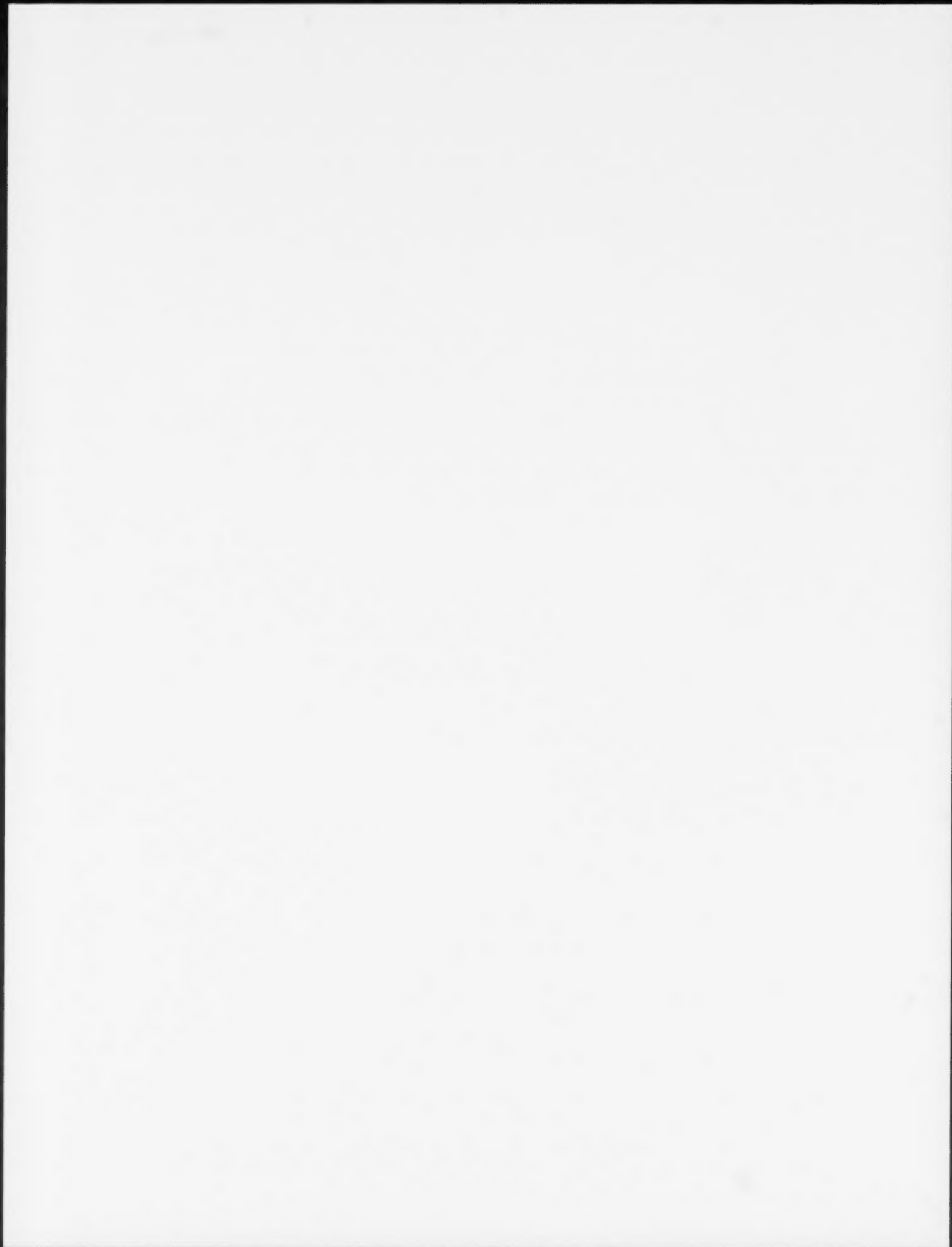


Ministry of Labour Relations and Workplace Safety



Plan for 2013-14





PLAN FOR 2013-14

Statement from the Minister



I am pleased to present the Ministry of Labour Relations and Workplace Safety's Plan for 2013-14. This document outlines how our Ministry's actions support Government's overall direction and Budget for 2013-14.

The Government's Direction and Budget for 2013-14 are built on the principle of *Balanced Growth*, supporting an ongoing focus on sound economic growth and shared prosperity.

The initiatives outlined in this Plan speak to this year's budget theme. My Ministry will work to foster a competitive and productive labour environment by encouraging healthy, safe, and fair workplaces; ensuring that our labour policies are up-to-date and competitive; and, by managing our programs and services efficiently and effectively to ensure the best use of public funds.

I accept responsibility for furthering Government's commitments, values and principles while ensuring the Ministry of Labour Relations and Workplace Safety is managed with integrity and professionalism.

The Ministry will report on progress made toward this plan, within the financial parameters provided, in the 2013-14 Annual Report.

The Honourable Don Morgan
Minister of Labour Relations and Workplace Safety

Response to Government Direction

The government remains committed to further establishing Saskatchewan as the best place to live, work and raise a family.

The Saskatchewan Plan for Growth – Vision 2020 and Beyond identifies principles, goals and actions to ensure Saskatchewan continues to benefit from the opportunities and meet the challenges of a growing province. Keeping government's focus on *Balanced Growth*, the plan outlines the key activities that the Government of Saskatchewan will undertake in pursuit of sustained, disciplined growth and a better Saskatchewan.

Government's Vision

"...a strong and growing Saskatchewan, the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

Sustaining growth
and opportunities for
Saskatchewan people

Improving our
quality of life

Making life
more affordable

Delivering responsive
and responsible
government

Government's vision and four goals provide the framework for ministries, agencies and third parties to focus on achieving greater success in the delivery of government services. *The Saskatchewan Plan for Growth – Vision 2020 and Beyond* provides the enabling strategies and actions that the Government of Saskatchewan will undertake to build a strong and growing Saskatchewan. The 2013-14 budget theme of *Balanced Growth* reflects the government's commitment to achieving the Saskatchewan Plan for Growth.

All ministries and agencies will report on progress and results achieved in their 2013-14 annual reports. This honours government's commitment to keep its promises and ensures greater transparency and accountability to the people of Saskatchewan.

MISSION, STRATEGIES AND ACTIONS

Mission Statement

The Ministry supports sustained economic growth and prosperity through the provision of a range of services that encourage, promote and enforce safe work practices and employment standards, which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers, thereby ensuring healthy, safe and productive workplaces.

Strategy

Foster a competitive and productive labour environment

Key Actions

- ⇒ Seek stakeholder feedback on the legislative proposals within *The Saskatchewan Employment Act* and make necessary adjustments with a view towards receiving Royal Assent by the end of the Spring 2013 Legislative Session (*Saskatchewan Plan For Growth* – page 44).
- ⇒ Consult with stakeholders on the regulations associated with *The Saskatchewan Employment Act* (*Saskatchewan Plan For Growth* – page 42).
- ⇒ Proclaim *The Workers' Compensation Act*, 2012 in force for January 1, 2014, in response to the recent review and recommendations of the Committee of Review established under *The Workers' Compensation Act, 1979*.
- ⇒ Work with counterparts in other Canadian jurisdictions to identify and promote best practices in employment and occupational health and safety standards and labour relations.
- ⇒ Provide conciliation and mediation services to employers and unions requesting assistance to resolve disputes, conclude negotiations, or to establish or renew collective agreements.

Strategy

Encourage healthy, safe, and fair workplaces

Key Actions

- ⇒ Educate employers and employees about employment standards and occupational health and safety in Saskatchewan (*Saskatchewan Plan for Growth* – page 44).
- ⇒ Enforce compliance with employment standards and occupational health and safety legislation and regulation through inspections and investigations (*Saskatchewan Plan for Growth* – page 44).
- ⇒ Encourage workplaces to adopt best practices in the areas of employment standards, occupational health and safety and labour relations.
- ⇒ Continue to deliver the Young Worker Readiness Certificate Course.
- ⇒ Work with stakeholders and workplaces to implement the recommendations from the Workplace Responsibility System review such as Phase II of the OHS Portal Project.



Photo Credit: Enterprise Saskatchewan, Greg Huszar Photography, Mosaic Belle Plaine site

Key Actions (Continued)

- ≡ Focus additional resources on ensuring compliance with occupational health and safety standards in the health sector.
- ≡ Continue to work with the Ministry of Agriculture on the voluntary injury prevention and risk assessment program for farm and ranch operations.
- ≡ Continue working with executive government to implement programs that will ensure compliance with the 2010 Health and Safety Leadership Charter.
- ≡ Work with the Workers' Compensation Board (WCB) to develop injury prevention strategies through *WorkSafe Saskatchewan*.
- ≡ Educate injured workers about the workers' compensation system and the role of the Office of the Workers' Advocate (OWA).

Strategy

Improve effectiveness and efficiency

Key Actions

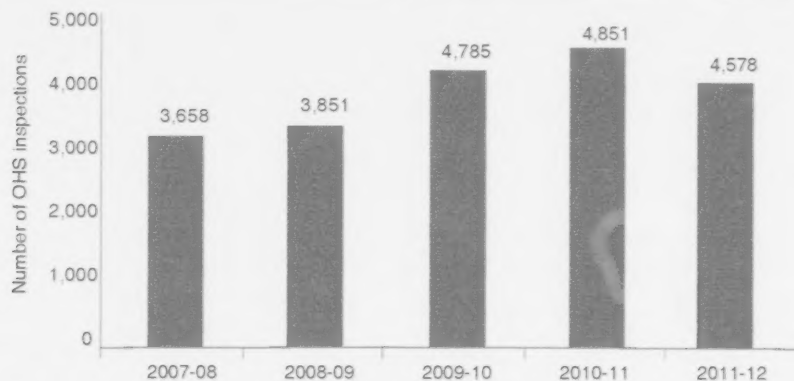
- ≡ Continuing to improve service delivery and management practices to better respond to the needs of clients (*Saskatchewan Plan for Growth* – pages 45 and 57).
- ≡ Review Ministry programs and services to ensure they meet the needs of the public (*Saskatchewan Plan for Growth* – page 57).

PERFORMANCE MEASURES

The performance measures for the Ministry of Labour Relations and Workplace Safety are divided into two categories. The first set is a select group of Ministry-specific measures while the second set is a grouping of industry-wide indicators.

Measure

Total number of Occupational Health and Safety inspections per fiscal year



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

Since the 2007-08 fiscal year, Occupational Health and Safety (OHS) has performed a greater number of inspections to ensure compliance with OHS legislation and regulations. The data above illustrates a slight dip in the past year, but this could be related to a change in focus on training due to amendments to *The Occupational Health and Safety Act* as per Bill 23. For the most part, these changes took effect in January, 2013.

The Ministry plans and performs worksite visits in Saskatchewan workplaces to verify and enforce compliance with occupational health and safety legislation. Occupational Health Officers work with workplaces and their Occupational Health Committees and OHS representatives by identifying and resolving potentially unsafe or hazardous working conditions to ensure safe, healthy and productive workplaces.

Worksites are selected for routine inspections through risk analysis based on the type of industry and the number of injuries occurring in a workplace. Other inspections are done in response to incidents or complaints.

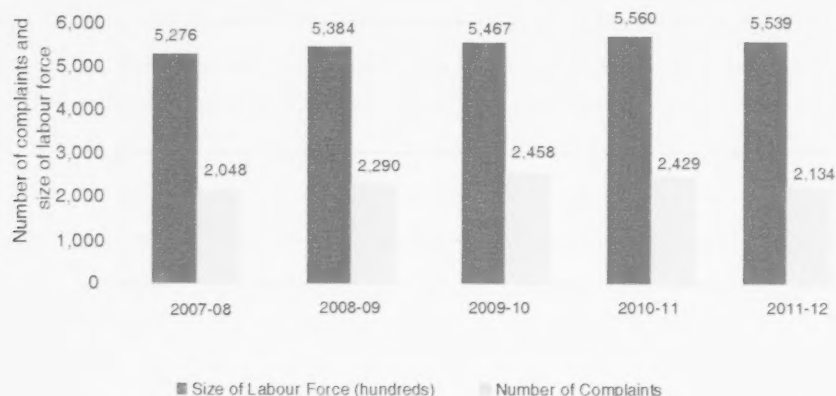
Data on the number of inspections is collected internally by the Ministry.



Photo Credit: Tourism Saskatoon, City of Bridges

Measure

Number of complaints filed with the Labour Standards Division relative to Saskatchewan's total labour force



Measure Description

The graph above illustrates that until the last fiscal year complaints have been rising at a higher rate relative to the increasing labour force in Saskatchewan. The most recent figures illustrate how complaint levels are dropping yet Saskatchewan's labour force has remained relatively stable.

This measure provides insight into the level of compliance with the Government's labour standards legislation. Though the graph illustrates the aggregate number of complaints, the Labour Standards Division is able to extract industry specific information which helps the Ministry in reallocating resources towards achieving greater compliance.

A low number of complaints about suspected labour standards infractions (e.g., wage, holiday pay, dismissal etc.) filed with the Labour Standards Division suggests workplace support and adherence to labour standards legislation. Compliance with labour standards legislation is a key element in protecting the rights of workers, building a level playing field for employers, and promoting a stable labour climate within the province.

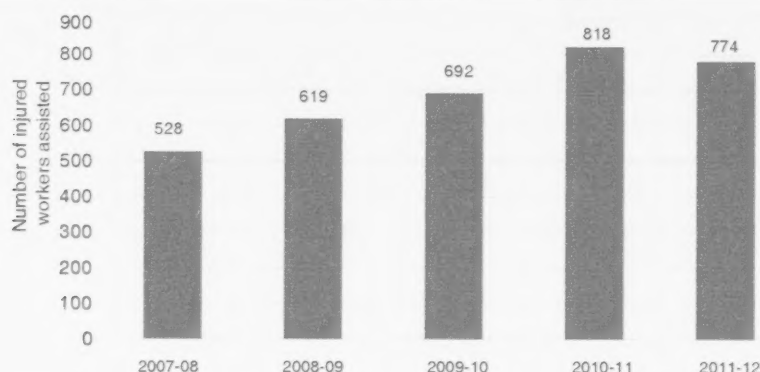
Data on the number of complaints filed with the Labour Standards Division is collected internally. The size of the total labour force for the fiscal year is derived by averaging the size of the labour force provided each month by Saskatchewan's Bureau of Statistics' Labour Force Survey over the course of the fiscal year.



Photo Credit: Tourism Saskatchewan, Greg Huszar Photography, Over the Hill Orchards

Measure

Number of injured workers provided assistance with respect to their WCB claims



Measure Description

Since the 2007-08 fiscal year, the Office of the Workers' Advocate (OWA) has illustrated an annual increase in the number of injured workers provided assistance. Though there was a slight dip in 2011-12, overall, the assistance being provided has steadily increased.

This measure illustrates the number of Saskatchewan injured workers who have approached the OWA for assistance with WCB claims. While there are more claims than the numbers illustrate here, not all claimants will require the assistance of the OWA. The numbers in the graph above only indicate those who have sought assistance.

By providing effective assistance and advocacy on WCB claims disputes or appealable issues, the OWA is able to foster more timely and equitable resolutions. This contributes to the overall effectiveness of the workers' compensation system, to the health of the injured worker, and to the productivity of the businesses involved.

The OWA is mandated under *The Workers' Compensation Board Act, 1979* to provide assistance to injured workers with respect to a claim being advanced for compensation. Early intervention and positive outcomes for these injured workers is a key contributor in fostering healthy and productive workplaces.

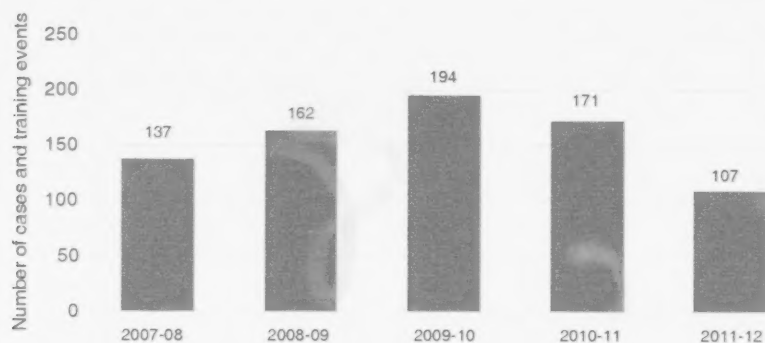
Data on the number of injured workers provided assistance is collected internally by the Ministry.



Photo Credit: Tourism Saskatchewan, Greg Huszar Photography, Jones Peak, near Easterid

Measure

Total number of cases and training events provided by the Labour Relations and Mediation (LRM) Division



Measure Description

The data above illustrates that demand on services provided by LRM has reached a low over the past five years. New provisions within *The Saskatchewan Employment Act* will require mandatory mediation or conciliation prior to job action. This will have an impact on the overall demand on services provided by LRM in the years ahead.

Due to the nature of the services offered by Labour Relations and Mediation (LRM), demand by clients is cyclical with years of low-levels of demand followed by years of high-levels of demand. As illustrated by the graph above, the recent trend in demand for mediation services has been decreasing over the past few years.

This measure is indicative of the demand for services provided by the LRM Division. It provides insight into the number of conciliations, interest-based negotiations, workplace mediations, grievance mediations, training sessions (conflict resolution and interest-based negotiations) and support provided to the Saskatchewan Labour Relations Board (SLRB) each fiscal year.

The LRM Division is responsible for bridging the differences between employers, employees and trade unions.

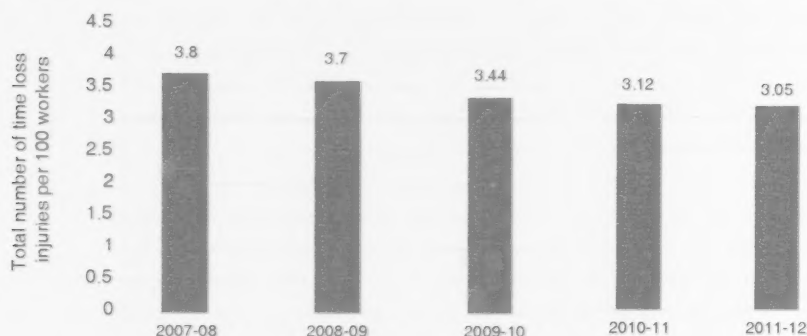
Data on the number of cases and training events provided by LRM is collected internally by the Ministry.

INDUSTRY MEASURES

As mentioned on page 4, the Ministry has provided two categories of performance measures in its plan. The following measures relate to the broader industry / labour force.

Measure

Saskatchewan Time-loss Injury Rate (per 100 full-time equivalent workers)



Measure Description

Data collected between 2007 and 2011 illustrates a continual decrease in Saskatchewan's workplace time-loss injury rate. However, Saskatchewan continues to have the second highest workplace injury rate in Canada.

Safe and healthy workplaces are a key contributor to economic growth and prosperity. This measure provides an indicator of the relative number of workplace injuries. It measures the number of lost-time injuries (workplace injuries that result in time away from work) reported to, and accepted by, the WCB per 100 full-time equivalent workers. When there is a reduction in the number of lost-time claims, it indicates that fewer workers are being injured on the job.

Government uses safety awareness efforts, including public advertisements, injury prevention campaigns and enforcement of labour legislation to continue to lower this rate. However, the Ministry has limited direct influence on the overall workplace injury rate due to a variety of reasons including different reported injury rates per industry, changing demographics and rapid industry growth.

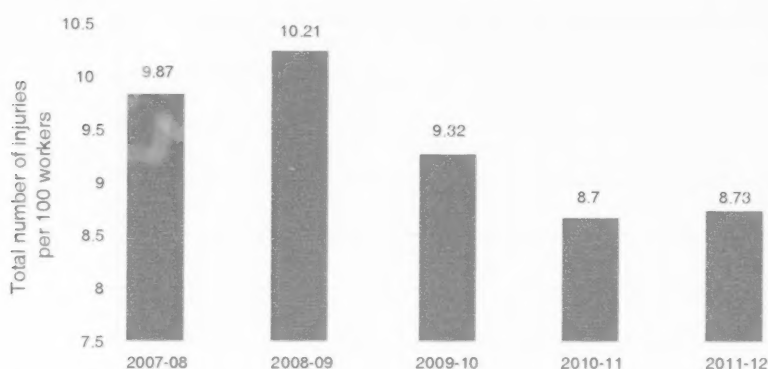
The data is based on WCB statistics and focuses on traumatic events such as injuries rather than illnesses. It is important to note that the WCB does not cover all workers.



Photo Credit: Courtesy of Enterprise Saskatchewan, Sub-surface Geological Lab

Measure

Total injury rate (per 100 full-time equivalent workers)



Measure Description

The most recent figures illustrate that Saskatchewan's total injury rate has remained steady over the past couple years following a decrease of 15 per cent between 2008 and 2011. The rate has also been steadily decreasing since 2005.

WorkSafe Saskatchewan has established a total injury rate based on the number of injuries reported to and accepted by the WCB. It identifies injuries that involve both time-loss and no time-loss, expressed as a portion of 100 full-time equivalent workers.

A reduction in the number of total claims indicates fewer workplace incidents and can be used to assess movement toward achievement of Mission: Zero¹, the elimination of work-related injuries and illnesses.

Government can influence the total injury rate through public education, maintenance of Occupational Health Committees and workplace inspections. However, the Ministry has limited direct influence on the overall workplace injury rate due to a variety of reasons including different reported injury rates per industry, changing demographics and rapid industry growth.

The data is based on WCB statistics and focuses on traumatic events such as injuries rather than illnesses. It is important to note that the WCB does not cover all workers.

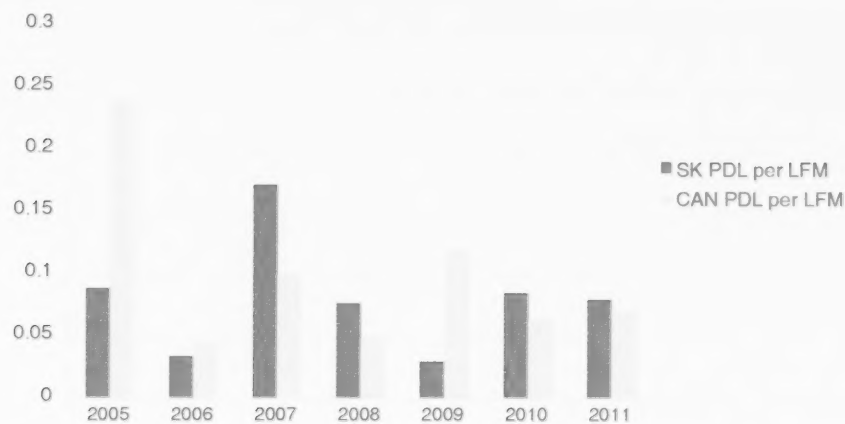
¹ For more information on Mission: Zero, please see <http://www.worksafesask.ca/>



Photo Credit: Ministry of Parks, Culture and Sport, Davin Andrie, Hunt Falls

Measure

Saskatchewan person-days lost performance compared to Canada



Measure Description

The graph above represents the portion of day lost due to a strike or lockout per individual labour force member (worker) in Saskatchewan and Canada. The years 2010 and 2011 illustrate on average in Saskatchewan around .08—almost 1/10th—of a day per worker is lost. When considering Canada as a whole, on average .07 of day per worker is lost. This indicates that the impact from strikes and lockouts within Saskatchewan was similar to their impact in other jurisdictions across Canada.

When considering the data since 2005, strikes and lockouts have sometimes had a greater impact within Saskatchewan when compared to Canada while sometimes it has been the opposite. Since 2007, strikes and lockouts have had a greater effect on Saskatchewan's workforce in all but one year—2009. However, the figures also indicate that the portion of a day lost to a strike or lockout has generally remained steady under 1/10th of a day—or for less than a single hour per worker.

It is important to note that the Ministry has no direct control over labour stability as a whole. The Ministry assists by providing mediation and conciliation services to help facilitate positive collective bargaining outcomes. The number of strikes and lockouts can fluctuate depending on the number of expired agreements, union density, and the disposition of the labour environment.

The information for this indicator is collected by Statistics Canada's Labour Force Survey.

FINANCIAL SUMMARY

2013-14 Estimates	(in thousands of dollars)
Central Management and Services	4,701
Occupational Health and Safety	8,545
Labour Standards	2,781
Labour Relations Board	1,017
Labour Relations and Mediation	830
Workers' Advocate	719
Total Appropriation	18,593
Capital Acquisitions	(250)
Capital Asset Amortization	97
Total Expense	18,440
FTE Staff Complement	149.1

For more information, see the Budget Estimates at: <http://www.finance.gov.sk.ca/budget2013-14>

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote

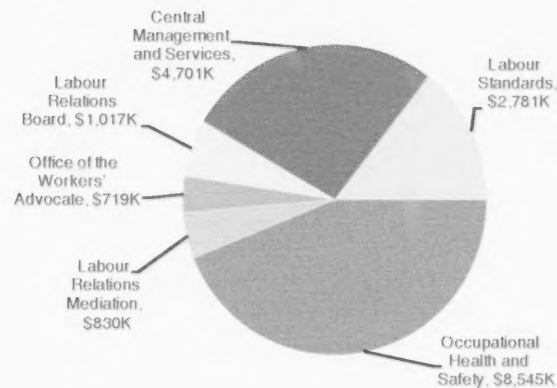




Photo Credit: Tourism Saskatchewan, David Buckley, Canoeing, MacFarlane River

Highlights

2013-14 Budget Highlights:

- ⇨ The Government maintains a target of zero workplace injuries and deaths, and will continue to make occupational health and safety inspections, investigations and education a priority.
- ⇨ The Ministry will:
 - ⇨ implement new employment legislation in Saskatchewan that is up-to-date and user friendly;
 - ⇨ continue to investigate employment standards complaints and educate employers and employees on labour standards;
 - ⇨ continue to assist workers who have filed a worker's compensation claim and who wish to explore an appeal of a decision on that claim; and,
 - ⇨ continue to provide conciliation and mediation services to assist collective bargaining where required.

For More Information

Please visit the Ministry's website at www.lrws.gov.sk.ca, or call (306) 787-9478 for more information on the Ministry's programs and services.

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Canola and flax fields
Photographer, Charles Melnick



Biking, Narrow Hills Provincial Park
Greg Huszar Photography



Over the Hill Orchards
Greg Huszar Photography



Saskatchewan Legislative Building
Greg Huszar Photography